Total Force Structure Division (TFSD)

HQMC, Combat Development

LtCol Mike Strobl
HQMC (MCCDC)
3 Feb 04

Total Force Structure

People +

Equipment

=

Capabilities

TFSD Mission: To build capabilities-based units by integrating people and equipment into organizations that can Make Marines and Win Battles.

MARINE CORPS EXPEDITIONARY FORCE DEVELOPMENT SYSTEM (EFDS)

Planning: The art and science of envisioning a desired future and laying out effective ways of bringing it about. (MCDP 5)

FIELDED CAPABILITY FOR CINCs AND OPERATING FORCES

MROC PROCESS

A NATIONAL SECURITY STRATEGY OF ENGAGEMENT AND ENLARGEMENT
National Military Strategy
Joint Vision 2020
Marine Corps Strategy 21
Expeditionary Maneuver Warfare

MARINE CORPS PLANNING PROCESS

TRANSITION

MISSION ANALYSIS

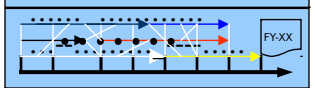
ORDERS DEVELOPMENT

COA DEVELOPMENT

COA COMPARISON AND DECISION

COA WARGAME

ADVOCATES EXECUTE



TRANSITION TASK FORCE PLANS

ADVOCATE MISSION ANALYSIS

ADVOCATE DETERMINES CAPABILITIES & REQUIREMENTS

POM

DC, P&R

RESOURCE ALLOCATION PROCESS

ADVOCATE GENERATED UNIVERSAL NEED STATEMENT (UNS)

D DOCTRINE
O ORGANIZATIONS
T TRAINING
M MATERIEL
L LEADERSHIP & EDUCATION
P PERSONNEL
F FACILITIES

COA SOLUTIONS
CG, MCCDC DEVELOPS

D O T M L P F

ADVOCATES SELECT

MATERIEL | **NON-MATERIEL**

MAGTF ADVOCATES

CE - DC, CD
GCE - DC, PP&O
ACE - DC, AVIATION
CSSE - DC, I&L
SE - DC, I&L

Force Structure Process

- **Manage total force manpower (Active, Reserve, Navy, & Civilian) and equipment requirements**
- **Coordinate with Operating Forces, SE, Advocates and others**
- **Integrate capabilities**
- **Allocate manning and equipment based on priorities**
- **Tie together Mission Statement, T/O, & T/E**

Stewards of the Commandant's structure

TFSD Points of Contact

- **Col Kevin Herrmann, Director (DSN 278-5478)**
- **Mr. Frank Donahoe, Deputy Director (-6077)**
- **Ms. Cynthia Cheek, Ops O (-6086)**
- **Mr. Lonnie Sanders, Supporting Establishment (-6279)**
- **LtCol Damien Lott, CE (-6278)**
- **LtCol Tom White, CSSE (-6235)**
- **LtCol Hank Domingue, ACE (-6241)**
- **LtCol George Meehan, Reserve Issues (-6188)**
- **Maj Matt Boykin, GCE (-4731)**
- **LT Bill Getsy (USN), Navy Structure (-6079)**

Force Structure Process

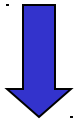
- **What Do We Need?**
  - Requirement-T/O&E
- **What Can We Afford?**
  - Manning
  - Funded Equipment
- **How Do We Distribute it?**
  - Staffing-M&RA
  - Equipment-LOGCOM

The Process to Address Force Structure Shortfalls

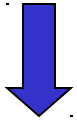
1. Advocates develop proposed structure changes with TFSD.
2. For issues involving new capabilities and extensive structural changes, advocates present their case to the MROC.
3. MROC validates advocate issues.
4. TFSD compiles list of existing & emerging structure requirements and prepare MROC briefs.
5. MROC to identify and prioritize requirements for compensation.
6. MROC priorities to be compensated with any realized structure savings.

Routine Force Structure Changes

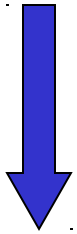
Originator (e.g., unit, Advocate, etc.)



TFSD processes request



M&RA/Advocates/MOS Specialists/SME input



Implement

TFSD Major Products

- T/O & E
- Semiannual Troop List (Feb & Aug)
- Semiannual Authorized Strength Report (ASR)
- Navy Manning Documents (NMD)
- MCBUL 5400

Precedence Levels for Manning & Staffing

MCO 5320.12E

- Revised Sept 2003

- Significant changes:
  - Upgrades to unit precedence levels requires offsetting compensation
  - TFSD will consider upgrades once every 4 years
  - Increased the manning precedence of 13 units

MCO 5320.12E

- Excepted Manning (100%)
  - MCRC (District and below)
  - MSG Bn.
  - HMX-1 (White & Green side)
  - Active Duty in support of Reserves (Rgt/Group and below)
  - MEU Command Elements
  - Joint Duty Assignment List (JDAL)
  - 4th MEB (AT) Command Element

MCO 5320.12E

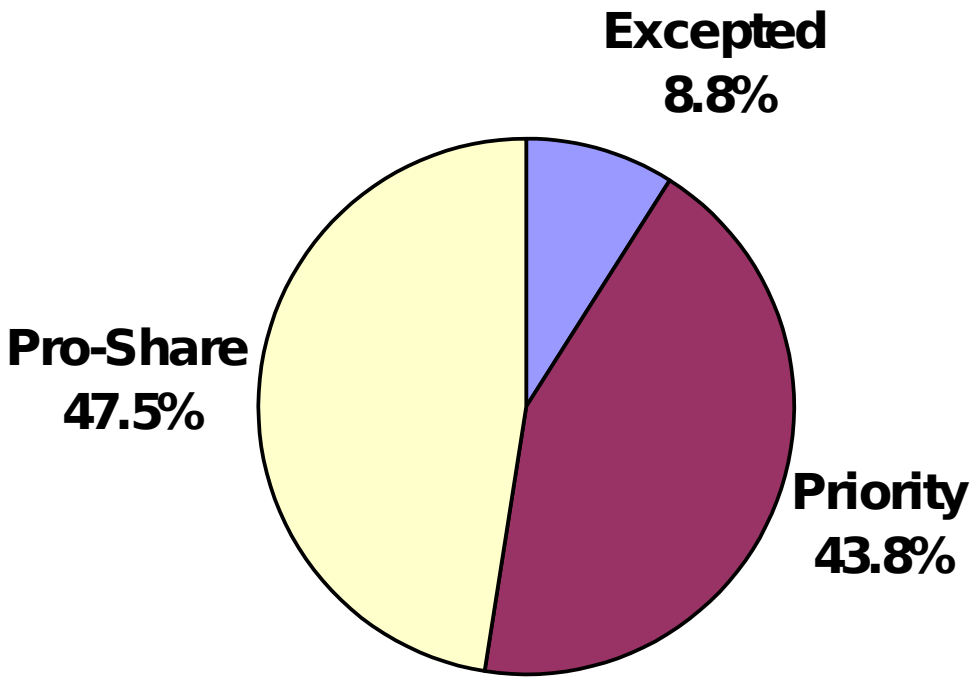
- Priority Manning (95%)
  - Joint & External Commands (Excluding JDAL)
  - Formal Schools
  - MARFOR Forward HQs
  - HQMC Departments
  - MCRC HQ
  - Security Force Bn.
  - Active Duty in support of Reserves (Div/Wing/FSSG HQ)
  - MCRDs
  - 8th & I (Ceremonial Support only)
  - ANGLICO
  - Radio Bns.
  - CBIRF

MCO 5320.12E

- Priority Manning (95%)
  - CSSDs
  - MEF Command Elements
  - Infantry Bns.
  - Flying Squadrons
  - Reconnaissance Units (Recon Bns & Force Recon Cos.)
  - Blue Angels Support
  - Bands
  - VMMT-204
  - MSSGs
  - Exercise Support Division, MAGTF Training Command
  - Tactical Training & Exercise Control Group

MCO 5320.12E

Manning Allocation by Precedence Level
All USMC Active Duty

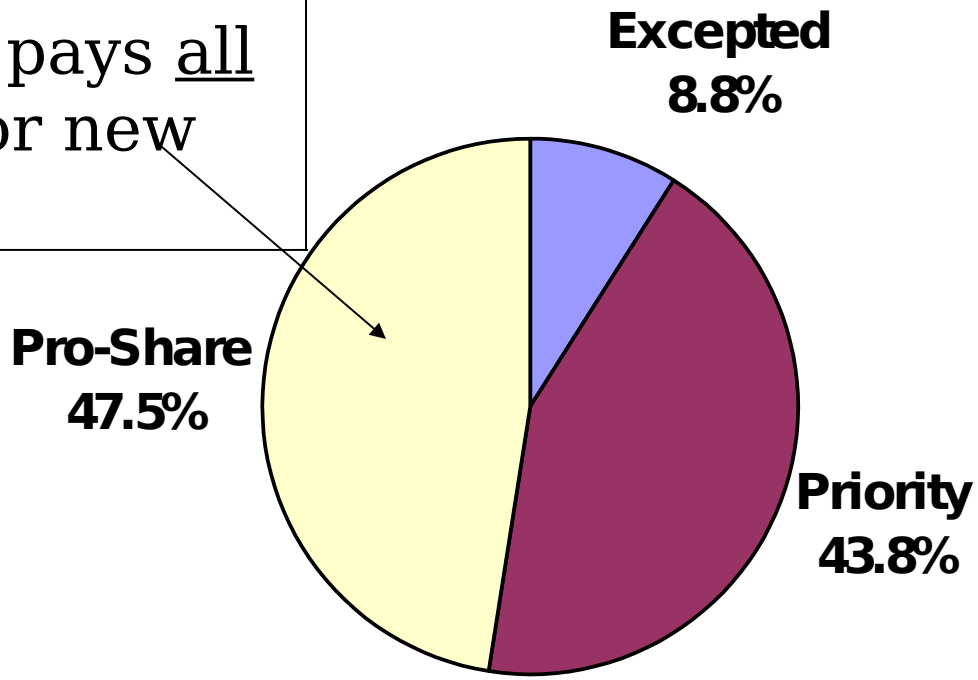


August 2003 Trooplist

MCO 5320.12E

Manning Allocation by Precedence Level
All USMC Active Duty

Less than half of the Corps pays all the bills for new structure.



August 2003 Trooplist

MCO 5320.12E

- Most Recent Trooplist (Aug ’03)
  - Pro-share units manned at 91.2% on average.
  - Overall USMC Active manning = 93.6%.
  - Almost 10,000 gapped billets.

SEMPER PROGREDI…